

3361:30-17-01

Compensation: board compensation subcommittee.

(A) Purpose.

The compensation subcommittee of the board finance and administration committee shall be responsible for the establishment of annual performance goals, for the process of annual performance evaluations and for setting the compensation of the president.

(B) Membership.

Appointments to this subcommittee will be made yearly by the chair of the board. The subcommittee shall consist of no less than three members appointed from the regular members of the board who are members of the finance and administration committee.

(C) Responsibilities.

The compensation subcommittee shall:

- (1) Review annually the compensation of the president. In connection with this review the subcommittee may request that the senior associate vice president for human resources prepare an analysis of the market-competitiveness of university compensation relative to the compensation at comparable institutions;
- (2) For the president, recommend annual performance goals and establish criteria for awarding annual incentive bonuses, prepare a performance evaluation for the previous year and recommend to the chairperson of the board adjustments to compensation based on that evaluation;
- (3) Review annually the outside activity reports and outside compensation of the president and the quarterly report prepared by the university of Cincinnati foundation of expenditures on behalf of the president;

- (4) Collaborate with the president to review the performance goals and assessments, compensation comparisons and outside activity reports of the president's highest ranking direct reports;
- (5) Ensure compliance with university compensation policies and practices and terms of any applicable employment agreements in the exercise of the responsibilities set forth in this section.

Effective: November 10, 2017

Certification: 

Nicole S. Blount
Executive Director of Board of Board Relations

Date: October 24, 2017

Promulgated under: R.C. Section 111.15
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